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Public Service Attorney Salary Report

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Introduction

The NALP and PSJD ***2022 Public Service Attorney Salary Report*** provides information on salaries by years of experience as of January 1, 2022, for attorneys at 3 types of organizations: civil legal services organizations, public defender offices, and public interest organizations that focus on issue-specific missions, e.g., civil rights or immigration. Salaries are reported for each of these 3 types of organizations both nationwide and with additional analyses by union status, geographic area, and area population size. Additionally, the public interest organizations are grouped into several specific categories based on the issue they focus on. The Methodology and Definitions sections provide more detail on the geographic and population size categories.

This survey has historically been administered on a period basis ranging from every 2 to 4 years; with the last survey conducted in 2018. In many ways, the reporting conditions for 2022 made data collection challenging and this year's unique circumstances present limitations when comparing salary data to prior year reports. The 2022 report includes analyses from a smaller respondent pool compared to prior reports, as the effects of the COVID-19 pandemic made it more difficult to reach public service employers. As a result, we were not able to include salaries from district attorney/local prosecuting offices in this report. Additionally, in many cases, increases in median salaries as compared to the 2018 report were larger than those observed in prior reports. It is important to keep in mind that at the time of this survey, the United States was experiencing the highest rate of inflation in nearly 40 years, coupled with rapidly rising private sector salaries, which may have contributed to the larger rate of growth in median salaries at public service organizations. However, this year's dataset also skewed more heavily toward organizations located in larger-sized population areas — with 55% of respondents located in metropolitan population areas of over 4 million people — locations that tend to have higher salaries. This compares to 37% of respondents in 2018.

Consistent with prior reports though — the first of which was in 2004 — the 2022 report demonstrates that, in general, practice experience brings with it relatively modest salary increases, particularly within civil legal services organizations. For example, the median entry-level salary for a legal services attorney is $57,500; at 11-15 years of experience the median is approximately $78,500. Pay for public defenders and attorneys working in public interest organizations is somewhat higher, starting at about $60,000 and $63,000 respectively, and increasing to $100,500 and $95,000, respectively, for those with 11-15 years of experience. Further, the report, taken in tandem with its law firm companion piece — NALP's *2021 Associate Salary Survey* — highlights well-understood, but nonetheless sobering distinctions between public sector/public interest salaries and law firm salaries. The median first-year salary at a law firm of 50 or fewer attorneys was $85,000 in 2021, 48% higher than the median salary for an entry-level attorney at a legal services organization. The median

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first-year salary for firms with 51-100 attorneys was $127,500 and it was $190,000 in the largest firms of more than 700 lawyers. These figures were collected prior to a number of publicly announced salary increases by large firms in the latter part of 2021 and early 2022 — with some entry-level salaries now starting at $215,000. These $215,000 starting salaries paid by many large firms in major cities are beyond what even the most experienced attorneys can reasonably expect to earn at a public service organization and are generally about double the size (or more) of the median salaries of public service attorneys with more than 15 years of experience at organizations included within this report.

In addition to salaries, the report also provides some basic information on health and dental insurance and retirement or pension plans with employer contributions in the second section. New items were added to the survey this year regarding remote work availability compared to the pre-pandemic workplace and whether employers offer remote work stipends to employees.

The third section of the report includes salary and benefit information for attorneys employed by the federal government. As explained in more detail on page 48, this information was not obtained via a NALP survey and is not incorporated in the tables in the earlier sections of the report. Rather, the federal salary and benefits information was obtained from various public sources.

The final section of the report is a new addition this year. It includes selected public service entry-level salary information from NALP's *Jobs & JD's: Employment and Salaries of New Law Graduates — Class of 2020* report. These data are included to provide additional context to entry-level public service salaries, particularly in areas where reporting was limited within the *Public Service Attorney Salary Survey* this year.

Different stakeholders in the public sector/public interest legal communities may use this report for many different reasons: to set salary scales, to negotiate compensation structures with unionized attorneys, to lobby government funding appropriators or charitable funders for additional resources, to educate law students about public service careers, and so forth. NALP's and PSJD's goal is to provide as much detailed information as the survey responses make possible. We hope that this resource is of use to those many different individuals and organizations.

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Methodology

The survey was distributed widely to civil legal services, public defender, district attorney/local prosecuting attorney offices, as well as to public interest organizations nationwide using contact information maintained by NALP and PSJD and by NALP law school members via their public service employer connections. Organizations could participate by completing the survey online. The survey instrument is reproduced at the end of this report. This distribution effort resulted in a total of 197 usable surveys. Surveys from organizations that were located outside of the United States, that did not report any salary data or only reported part-time attorney salaries, as well as those from educational institutions or state and federal government agencies, were not used.

NALP did not receive enough responses from district attorney/local prosecuting offices to provide nationally or geographically representative analyses. These offices have been included in the total count of usable surveys, which were retained for anecdotal reporting purposes, but are not included in any of the tables within this report.

The responses by type of organization are shown below:

Organization Type	Number	Percent
Legal services organizations	69	35.0%
Public defender offices	28	14.2
District attorney/local prosecuting offices	13	6.6
Total public interest organizations (further broken out by issue-area below)	87	44.2
Domestic civil rights/ civil liberties	9	4.6
Environmental	8	4.1
Health/disability	9	4.6
Immigration	17	8.6
Women/children/ family/domestic violence	18	9.1
Other	26	13.2
Total	197	

Although many organizations could not provide salary information for all the experience levels on the survey, collectively they provided enough information to document salaries nationwide for each type of organization, with the exception noted above for district attorney/local prosecutor offices, as well as for further sub-national breakouts based on Census region and population. Civil legal services and public defender offices are also further

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broken out by union status. Salaries identified for elected officials were excluded, as were salaries identified as part-time. There were not enough survey responses from international human rights or housing/homelessness organizations to report out these organizations separately. Those that did respond are included in the "other" category.

Definitions

For purposes of analyses at the sub-national level, 3 breakouts were used: one based on union status (for civil legal services and public defender offices only), one based on geography, and one based on the population of the metropolitan area in which the organization is located.

The geographic regions are the standard U.S. Census Bureau regions and are as follows:

Northeast: CT, MA, ME, NH, NJ, NY, PA, RI, VT

Midwest: IA, IL, IN, KS, MI, MN, MO, NE, ND, OH, SD, WI

South: AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, PR, SC, TN, TX, VA, WV

West: AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY

Survey responses were received from these divisions as follows:

Region	Number	Percent
Northeast	48	24.4%
Midwest	36	18.3
South	44	22.3
West	69	35.0
Total	**197**	**100.0**

A population figure was assigned to each response, using the 2020 Census population estimates of the Metropolitan Statistical Area (MSA) or Micropolitan Statistical Area in which the responding organization is located. MSA's and Micropolitan Statistical Areas are defined by the U.S. Office of Management and Budget (OMB). MSA's have at least one urbanized area of 50,000 or more population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties. Micropolitan Statistical Areas have at least one cluster of at least 10,000 but less than 50,000 population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties. Metropolitan and Micropolitan Statistical Areas are delineated in terms of whole counties (or equivalent entities), including in the 6 New England states. (These definitions are excerpted from OMB Bulletin No. 20-01 published in March 2020; the county

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coverages of MSA's and Micropolitan Statistical Areas are as currently defined, definitions issued in February 2013 in OMB Bulletin 13-01.) Responses received from organizations not located in an MSA or Micropolitan Statistical Area were defined as Rural for purposes of this report.

The survey responses lent themselves to 3 groupings based on population. They are described below. Also shown are the number of responses in each group, and examples of towns/cities in each group.

Population Area Size	Number	Percent	Examples
Rural/Micropolitan/Metropolitan population of fewer than 1 million	45	23.0	Montpelier, VT; Lexington, KY
Metropolitan area population of 1 million - 4 million	43	21.9	Sacramento, CA; Kansas City, MO
Metropolitan area population of more than 4 million	108	55.1	Philadelphia, PA; Chicago, IL

Note: One respondent only provided their state and could not be classified into a population area.

2022 Public Service Attorney Salary Report

SECTION 1

Salaries

Salaries for Attorneys at Civil Legal Services Organizations By Years of Experience By Years of Experience

(average $ per year as of January 1, 2022)

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
Nationwide:					
1 year or less	$57,500	$58,299	$42,136	$51,300-64,607	61
2 years	61,425	60,708	43,821	54,000-66,950	59
3 years	61,500	61,879	45,000	54,810-66,906	56
4 years	64,000	64,865	45,000	58,999-71,324	54
5 years	67,119	67,065	45,000	60,500-73,500	56
6 years	69,852	69,317	45,955	60,120-75,000	53
7 years	70,000	70,263	45,000	61,650-77,475	52
8-10 years	73,620	74,691	47,500	64,650-83,185	56
11-15 years	78,542	84,313	53,000	70,000-92,400	54
More than 15 years	85,142	95,247	53,476	76,500-105,000	49
By Census Region:					
Northeast					
1 year or less	57,500	57,733	44,000	51,820-65,000	19
2 years	58,900	59,966	45,000	53,320-69,092	19
3 years	59,500	60,992	45,000	54,820-68,000	17
4 years	61,610	64,380	45,000	59,500-74,181	17
5 years	62,500	65,502	45,000	61,000-74,000	17
6 years	63,250	67,594	53,500	60,120-77,000	18
7 years	64,725	68,178	45,000	61,410-79,642	16
8-10 years	66,500	71,387	47,500	62,000-83,369	17
11-15 years	74,485	82,510	55,000	69,750-91,512	16
More than 15 years	83,620	89,184	53,476	76,500-109,552	15
Midwest					
1 year or less	55,000	56,114	49,280	54,000-60,000	11
2 years	61,000	58,964	51,477	54,000-62,000	11
3 years	60,000	59,350	53,000	56,000-63,000	11
4 years	61,716	61,765	56,000	57,512-64,500	11
5 years	65,500	65,965	58,000	61,188-69,738	12
6 years	67,500	66,250	59,250	60,000-70,000	9
7 years	69,238	67,665	58,255	60,139-72,000	10
8-10 years	70,000	72,338	62,779	65,000-78,000	13
11-15 years	75,000	80,884	67,746	70,176-83,486	10
More than 15 years	80,000	88,123	73,595	75,000-90,000	11

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Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
South					
1 year or less	$50,000	$51,558	$42,136	$45,000-56,000	13
2 years	56,160	55,152	43,821	51,000-60,000	13
3 years	60,000	56,317	45,269	52,000-61,000	13
4 years	60,000	58,250	45,497	53,000-64,000	11
5 years	60,000	59,970	45,725	54,000-67,000	11
6 years	62,245	62,601	45,955	55,000-70,000	11
7 years	64,009	64,201	47,718	58,000-71,500	12
8-10 years	65,000	67,976	49,554	59,000-80,000	11
11-15 years	70,298	73,039	53,000	62,324-78,422	12
More than 15 years	77,025	81,176	55,471	65,000-85,142	10
West					
1 year or less	64,643	65,102	45,500	61,750-70,000	18
2 years	66,451	67,301	45,750	63,250-73,000	16
3 years	69,729	69,559	46,000	64,500-76,000	15
4 years	71,324	72,539	46,500	66,700-80,000	15
5 years	74,050	74,429	47,000	68,725-80,000	16
6 years	75,574	78,149	48,274	70,000-89,500	15
7 years	76,335	79,699	49,722	71,100-90,000	14
8-10 years	82,500	85,397	54,333	74,300-99,667	15
11-15 years	93,700	96,713	59,988	83,250-104,734	16
More than 15 years	105,000	119,094	66,264	92,250-136,300	13
By Size of Metropolitan Area:					
Rural/Micropolitan/Metropolitan Population Fewer Than 1 Million					
1 year or less	50,000	51,819	42,136	49,201-57,000	12
2 years	57,000	56,529	43,821	51,871-58,900	13
3 years	59,500	56,779	45,560	53,000-60,270	13
4 years	59,750	59,272	47,383	57,026-62,305	12
5 years	62,710	62,552	49,278	58,754-64,500	12
6 years	63,250	63,807	50,757	60,120-70,000	10
7 years	64,837	65,292	52,280	60,139-70,000	11
8-10 years	68,930	70,948	55,861	63,943-78,500	12
11-15 years	73,969	81,931	60,648	71,500-85,000	11
More than 15 years	83,859	95,436	75,000	78,500-90,000	10

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Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
METROPOLITAN AREA POPULATION OF 1 MILLION - 4 MILLION					
1 year or less	$53,094	$53,808	$44,000	$46,000-60,000	18
2 years	54,046	55,370	45,000	47,380-61,500	18
3 years	56,578	56,411	45,000	51,106-63,000	17
4 years	60,000	58,576	45,000	51,750-64,592	16
5 years	62,500	60,205	45,000	53,000-67,926	16
6 years	60,000	61,462	45,955	55,572-69,926	16
7 years	61,060	62,041	45,000	55,500-71,186	16
8-10 years	63,820	64,685	47,500	59,000-72,940	17
11-15 years	69,488	70,316	53,000	60,000-78,000	18
More than 15 years	77,275	77,243	53,476	65,000-87,000	18
METROPOLITAN AREA POPULATION OF MORE THAN 4 MILLION					
1 year or less	63,400	63,415	50,000	57,000-69,189	31
2 years	65,237	66,079	52,000	61,766-71,023	28
3 years	67,456	68,004	54,000	61,000-75,000	26
4 years	71,162	71,317	56,000	64,607-78,054	26
5 years	72,960	72,919	58,000	67,119-78,534	28
6 years	75,000	76,012	60,000	69,475-85,000	27
7 years	77,097	77,713	60,000	70,000-84,947	25
8-10 years	82,500	82,654	62,000	72,140-90,850	27
11-15 years	91,000	95,438	69,500	86,000-102,000	25
More than 15 years	103,561	110,589	74,500	80,600-112,500	21
By Union Status:					
UNIONIZED					
1 year or less	61,027	59,887	44,818	56,000-65,004	22
2 years	63,250	62,102	45,043	58,000-66,950	22
3 years	65,000	64,052	45,269	58,000-70,400	22
4 years	67,000	67,314	45,497	63,500-73,850	21
5 years	68,749	69,382	45,725	67,000-76,457	21
6 years	70,334	71,046	45,955	64,000-78,708	22
7 years	72,971	73,587	47,718	70,872-80,283	21
8-10 years	78,020	77,183	49,554	72,140-83,369	21
11-15 years	87,369	85,204	53,000	75,623-91,512	20
More than 15 years	98,940	103,968	55,471	80,600-110,000	19

Continued

Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
NON-UNIONIZED					
1 year or less	$55,000	$57,028	$42,136	$50,000-62,000	37
2 years	58,900	59,485	43,821	53,050-64,607	35
3 years	60,000	59,928	45,000	54,400-63,500	32
4 years	60,500	62,769	45,000	56,539-64,607	31
5 years	64,000	65,193	45,000	58,375-70,000	33
6 years	64,200	67,273	50,757	60,000-71,000	29
7 years	64,837	66,940	45,000	60,139-70,000	29
8-10 years	69,475	72,177	47,500	63,820-80,000	33
11-15 years	75,000	83,788	55,000	69,500-95,000	34
More than 15 years	81,500	89,724	53,476	75,000-95,953	30

Note: All salaries are based on average salaries reported by organizations. The “Middle Range of Salaries” reports the range of salaries in the middle of the low to high ranking, that is from the 25th to the 75th percentile. The high salary is not reported because, unlike the low salary, the highest salaries tend to be anomalies and isolated to very few jurisdictions, whereas the low salaries are more broadly epresentative of jurisdictions and organizations in the aggregate. See the “Definitions” portion of the Introduction for an explanation of geographic and population categories.

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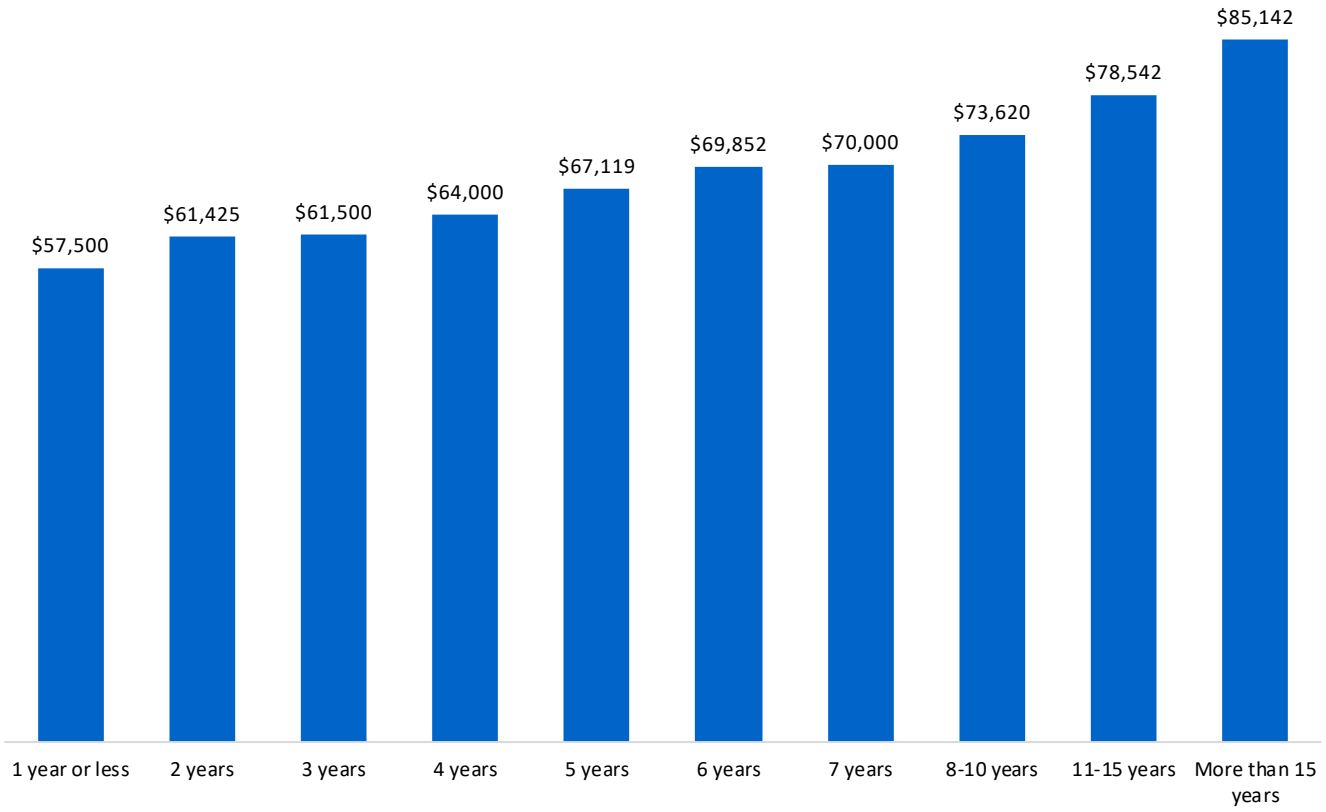
2022 Overall Median Salaries by Years of Experience in Civil Legal Services Organizations



Note: Salary information was reported as of January 1, 2022.

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Salaries for Public Defenders by Years of Experience
(average $ per year as of January 1, 2022)

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
Nationwide					
1 year or less	$59,700	$61,304	$49,000	$55,348-67,000	25
2 years	67,677	67,666	53,000	61,000-72,348	22
3 years	69,981	71,274	52,433	64,917-77,600	23
4 years	72,504	75,992	56,800	69,520-80,958	20
5 years	75,713	78,711	57,000	70,720-83,401	21
6 years	79,435	83,293	59,100	72,280-88,226	19
7 years	82,393	85,804	60,300	77,436-88,363	20
8-10 years	87,611	92,531	62,800	81,076-98,623	20
11-15 years	100,500	101,145	67,900	80,998-111,044	24
More than 15 years	108,056	111,386	75,000	90,000-124,427	23
By Census Region:					
Northeast					
1 year or less	56,910	58,159	49,000	51,000-63,440	11
2 years	61,256	66,101	53,000	55,838-72,507	9
3 years	61,286	63,540	52,433	59,500-65,520	9
4 years	66,560	67,997	56,800	62,500-75,095	7
5 years	68,360	69,139	57,000	61,902-77,293	8
6 years	72,280	72,959	59,100	67,000-80,357	7
7 years	73,840	75,049	60,300	69,000-83,448	7
8-10 years	75,566	76,577	62,800	68,000-89,000	7
11-15 years	78,173	83,618	67,900	72,415-100,000	10
More than 15 years	90,000	91,428	75,000	77,000-105,261	9

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Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
MIDWEST					
1 year or less	$62,500	$62,641	$55,348	$59,700-65,800	6
2 years	68,642	68,940	65,000	67,354-71,000	6
3 years	74,750	75,677	69,000	69,981-77,600	6
4 years	77,750	79,699	72,000	72,608-88,500	6
5 years	81,500	82,865	75,713	76,000-88,500	6
6 years	87,200	88,145	78,340	80,000-88,500	5
7 years	85,750	88,615	80,000	80,968-91,000	6
8-10 years	97,500	97,017	86,000	86,222-101,000	6
11-15 years	116,000	114,253	96,731	98,000-125,000	6
More than 15 years	123,500	126,000	105,000	110,040-140,000	6
SOUTH					
1 year or less	66,956	65,165	53,000	56,120-68,015	6
2 years	69,588	69,221	58,227	61,000-72,348	5
3 years	74,213	77,394	65,500	65,606-89,834	6
4 years	72,399	79,935	69,500	69,539-81,416	5
5 years	74,922	84,245	69,839	72,000-83,401	5
6 years	76,453	88,485	71,303	76,000-88,226	5
7 years	85,000	92,549	77,133	77,738-88,226	5
8-10 years	92,700	101,145	82,591	85,919-97,245	5
11-15 years	105,783	109,297	82,650	103,000-107,088	6
More than 15 years	118,000	119,473	89,426	107,088-124,427	6
WEST					

--INSUFFICIENT RESPONSES FOR ANALYSIS--

Continued

Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
By Size of Metropolitan Area:					
Rural/Micropolitan/Metropolitan Population Fewer Than 1 Million					
1 year or less	$56,910	$57,196	$49,300	$53,500-58,500	11
2 years	61,628	65,721	53,000	55,838-71,000	10
3 years	65,959	69,332	52,433	59,500-76,500	10
4 years	70,735	71,176	56,800	63,026-77,750	8
5 years	75,000	72,677	57,000	65,904-78,000	9
6 years	77,218	77,870	59,100	67,771-83,600	8
7 years	80,893	80,660	60,300	70,484-87,000	8
8-10 years	85,500	85,544	62,800	72,783-95,555	8
11-15 years	90,000	93,224	67,900	72,415-107,016	11
More than 15 years	105,000	102,801	75,000	77,000-121,000	11
Metropolitan Area Population of 1 Million - 4 Million					
--INSUFFICIENT RESPONSES FOR ANALYSIS--					
Metropolitan Area Population of More Than 4 Million					
1 year or less	63,440	63,975	49,000	56,120-72,507	11
2 years	70,000	69,450	58,227	64,480-72,507	10
3 years	74,507	73,183	60,000	65,520-78,000	11
4 years	77,548	80,543	66,560	69,539-88,500	10
5 years	80,134	84,819	69,839	72,000-88,500	10
6 years	84,000	89,423	71,303	76,000-88,500	9
7 years	85,000	91,270	73,840	80,000-88,500	10
8-10 years	93,850	99,413	68,000	82,591-101,000	10
11-15 years	103,000	109,156	77,000	86,500-117,000	11
More than 15 years	115,000	119,661	89,426	97,000-125,000	10

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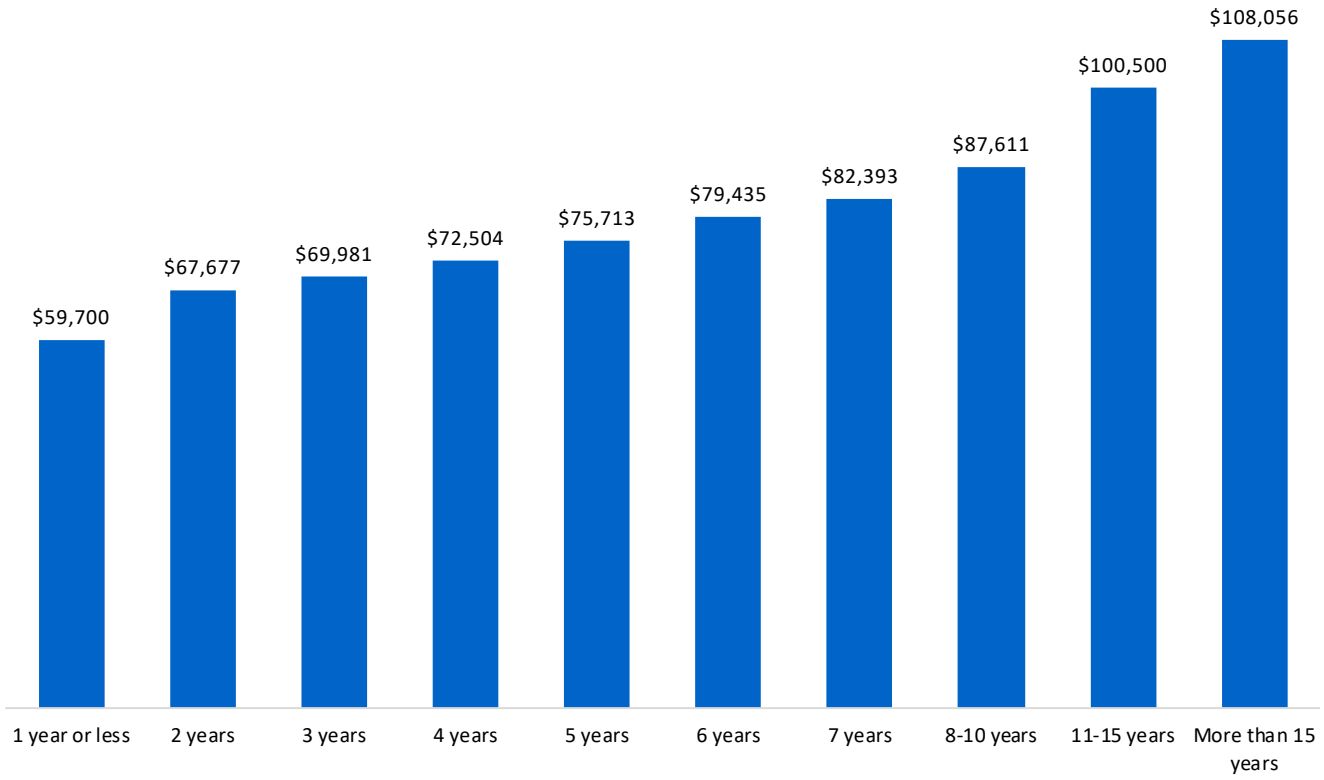
Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
By Union Status:					
UNIONIZED					
1 year or less	$59,250	$61,566	$51,000	$55,348-67,000	10
2 years	66,177	64,968	53,000	58,300-70,896	8
3 years	69,981	71,739	55,700	67,000-78,000	7
4 years	72,608	73,727	56,800	70,000-80,000	7
5 years	75,857	74,482	57,000	66,450-80,134	8
6 years	79,349	80,580	59,100	75,000-84,000	6
7 years	80,968	82,563	60,300	80,000-85,000	7
8-10 years	87,611	88,650	62,800	85,000-95,000	6
11-15 years	98,366	96,802	67,900	80,000-108,000	8
More than 15 years	110,040	105,857	75,000	75,000-122,000	7
NON-UNIONIZED					
1 year or less	59,700	61,129	49,000	53,500-68,000	15
2 years	68,794	69,208	55,838	61,000-72,348	14
3 years	68,293	71,070	52,433	63,102-77,523	16
4 years	72,399	77,212	62,500	69,500-81,416	13
5 years	75,317	81,313	65,904	70,720-85,000	13
6 years	79,435	84,545	67,000	72,280-88,226	13
7 years	83,000	87,549	69,000	77,133-88,500	13
8-10 years	88,555	94,195	68,000	79,560-100,000	14
11-15 years	103,783	103,316	72,415	80,998-112,044	16
More than 15 years	107,572	113,805	77,000	93,500-124,714	16

Note: All salaries are based on average salaries reported by organizations. A dash indicates that fewer than 5 salaries were reported for this group. The "Middle Range of Salaries" reports the range of salaries in the middle of the low to high ranking, that is from the 25th to the 75th percentile. The high salary is not reported because, unlike the low salary, the highest salaries tend to be anomalies and isolated to very few jurisdictions, whereas the low salaries are more broadly representative of jurisdictions and organizations in the aggregate. See the "Definitions" portion of the Introduction for an explanation of geographic and population categories.

2022 Overall Median Salaries by Years of Experience for Public Defenders



Note: Salary information was reported as of January 1, 2022.

Continued

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Salaries for Attorneys at Public Interest Organizations
All Specialty Areas — By Years of Experience
(average $ per year as of January 1, 2022)

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
Nationwide					
1 year or less	$63,032	$64,177	$38,000	$57,024-71,050	60
2 years	66,861	66,704	42,000	57,524-73,500	56
3 years	71,000	70,860	43,000	62,024-76,600	57
4 years	73,008	73,534	43,000	62,024-80,000	55
5 years	78,656	78,934	43,000	68,000-87,125	51
6 years	80,023	81,736	45,000	67,889-88,726	44
7 years	83,127	85,819	55,103	72,560-93,627	42
8-10 years	85,000	89,273	59,820	74,000-95,500	57
11-15 years	95,000	98,917	56,500	77,500-108,000	47
More than 15 years	109,100	113,088	70,000	82,208-132,364	48
By Census Region:					
NORTHEAST					
1 year or less	60,500	60,620	45,000	55,000-68,700	10
2 years	61,710	63,857	52,600	59,000-72,000	9
3 years	65,000	66,694	50,000	62,000-74,000	11
4 years	65,000	68,140	50,000	64,000-76,000	9
5 years	72,230	73,876	50,000	65,500-82,200	10
6 years	70,000	72,975	55,000	62,300-85,100	8
7 years	77,740	78,861	59,600	68,500-88,200	10
8-10 years	80,000	86,804	65,142	71,500-94,200	11
11-15 years	88,500	90,838	74,694	76,405-100,600	8
More than 15 years	95,000	100,218	76,500	80,000-126,453	7

Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
MIDWEST					
1 year or less	—	—	—	—	—
2 years	—	—	—	—	—
3 years	$60,000	$57,205	$43,000	$50,000-62,024	5
4 years	—	—	—	—	—
5 years	—	—	—	—	—
6 years	—	—	—	—	—
7 years	—	—	—	—	—
8-10 years	68,000	72,667	65,000	65,000-80,000	6
11-15 years	—	—	—	—	—
More than 15 years	75,000	81,800	70,000	71,000-78,000	5
SOUTH					
1 year or less	55,000	58,497	42,000	50,000-65,000	15
2 years	56,375	60,747	43,000	50,000-69,000	14
3 years	63,500	66,568	43,000	57,000-73,800	14
4 years	63,000	67,900	43,000	58,344-79,000	15
5 years	67,000	73,265	45,000	60,800-82,250	12
6 years	71,000	76,168	45,000	65,000-85,000	13
7 years	74,500	79,884	55,103	65,000-86,000	12
8-10 years	78,500	83,998	59,820	66,500-90,000	14
11-15 years	95,000	95,782	67,023	72,000-103,500	13
More than 15 years	95,000	112,453	71,125	76,000-123,500	10
WEST					
1 year or less	68,889	68,779	50,000	62,200-74,000	32
2 years	72,000	72,353	52,000	65,500-75,000	29
3 years	76,248	77,311	55,000	69,108-84,000	27
4 years	79,400	80,725	57,000	72,000-90,000	27
5 years	82,200	86,267	65,192	76,000-90,000	25
6 years	85,000	89,822	60,000	79,250-94,000	21
7 years	87,800	94,010	72,000	82,600-97,500	19
8-10 years	92,950	96,991	71,930	82,000-100,000	26
11-15 years	105,000	107,945	74,000	84,000-119,138	23
More than 15 years	118,253	122,814	74,000	95,000-150,000	26

Continued

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Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
By Size of Metropolitan Area:					
Rural/Micropolitan/Metropolitan Population Fewer Than 1 Million					
1 year or less	$56,024	$57,937	$44,952	$52,500-64,750	8
2 years	56,100	55,550	46,704	50,000-62,000	7
3 years	62,000	58,383	48,456	50,000-64,000	7
4 years	60,212	62,267	50,000	53,854-65,000	8
5 years	62,024	69,512	50,000	51,960-90,000	7
6 years	60,700	60,872	53,532	55,000-65,126	5
7 years	—	—	—	—	—
8-10 years	80,000	83,117	59,820	65,000-82,000	7
11-15 years	—	—	—	—	—
More than 15 years	82,000	121,425	71,125	76,000-180,000	5
Metropolitan Area Population of 1 Million - 4 Million					
1 year or less	52,000	53,278	38,000	45,000-59,500	9
2 years	55,000	54,143	42,000	43,000-61,000	7
3 years	57,000	55,389	43,000	50,000-60,000	9
4 years	58,500	56,875	43,000	50,000-62,000	8
5 years	62,000	60,500	43,000	45,000-71,000	7
6 years	65,000	62,600	45,000	65,000-67,000	5
7 years	—	—	—	—	—
8-10 years	76,000	77,000	65,000	66,500-85,000	11
11-15 years	80,750	80,250	67,000	71,000-87,000	6
More than 15 years	79,000	84,875	70,000	73,000-95,000	8

Continued

Metropolitan Area Population of More Than 4 Million

1 year or less	$66,556	$67,620	$49,500	$61,360-73,000	43
2 years	71,656	70,657	42,000	64,000-75,000	42
3 years	74,302	76,386	53,600	69,108-80,000	41
4 years	78,000	79,262	54,600	71,500-85,000	39
5 years	82,000	84,204	55,600	75,250-89,000	37
6 years	85,000	87,618	57,600	74,000-91,680	34
7 years	87,400	90,171	59,600	75,000-94,827	34
8-10 years	91,900	93,840	63,650	76,000-99,017	39
11-15 years	104,300	105,029	68,500	82,530-110,000	37
More than 15 years	116,505	118,345	74,000	90,000-135,000	35

Note: All salaries are based on average salaries reported by organizations. A dash indicates that fewer than 5 salaries were reported for this group. The “Middle Range of Salaries” reports the range of salaries in the middle of the low to high ranking, that is from the 25th to the 75th percentile. The high salary is not reported because, unlike the low salary, the highest salaries tend to be anomalies and isolated to very few jurisdictions, whereas the low salaries are more broadly representative of jurisdictions and organizations in the aggregate. See the “Definitions” portion of the Introduction for an explanation of geographic and population categories.

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2022 Overall Median Salaries by Years of Exerience for Attorneys at Public Interest Organizations

(All Speciality Areas Combined)

Note: Salary information was reported as of January 1, 2022.

Salaries for Attorneys at Public Interest Organizations
By Type of Work and Years of Experience — Nationwide
(average $ per year as of January 1, 2022)

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
Domestic civil rights/Civil liberties					
1 year or less	$60,500	$60,357	$52,000	$55,000-63,000	7
2 years	64,500	61,313	42,000	55,000-67,250	8
3 years	69,000	70,071	57,000	65,000-75,000	7
4 years	72,000	72,333	60,000	65,000-75,000	6
5 years	75,625	76,875	62,000	70,000-78,000	6
6 years	79,375	80,792	65,000	70,000-81,000	6
7 years	82,925	85,308	67,000	80,000-84,000	6
8-10 years	85,000	88,113	65,000	78,500-93,950	8
11-15 years	104,650	106,883	87,000	90,000-105,000	6
More than 15 years	120,000	124,700	95,000	120,000-138,500	5
Environmental					
1 year or less	65,000	67,876	50,000	62,400-72,000	5
2 years	—	—	—	—	—
3 years	68,100	69,116	50,000	55,000-74,000	6
4 years	76,000	77,778	57,000	62,400-79,046	5
5 years	83,563	88,843	65,192	75,000-103,000	6
6 years	—	—	—	—	—
7 years	—	—	—	—	—
8-10 years	90,000	102,609	76,000	76,551-145,000	7
11-15 years	95,000	104,258	78,000	84,000-101,147	5
More than 15 years	—	—	—	—	—

Continued

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Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
Health/Disability					
1 year or less	$64,810	$62,687	$42,000	$49,500-75,000	6
2 years	66,222	63,953	43,000	52,600-76,000	7
3 years	69,537	67,257	43,000	53,600-77,000	7
4 years	73,008	69,088	43,000	54,600-78,000	7
5 years	75,169	72,321	45,000	63,741-82,750	8
6 years	76,629	74,143	45,000	57,600-94,000	6
7 years	75,480	78,569	59,600	74,543-85,724	5
8-10 years	88,384	85,518	65,142	77,205-96,859	5
11-15 years	94,265	95,049	74,694	75,310-110,000	6
More than 15 years	101,176	106,785	76,500	83,574-116,505	6
Immigration					
1 year or less	60,000	60,853	38,000	55,000-67,883	11
2 years	61,500	64,562	42,000	56,100-72,169	10
3 years	69,054	69,657	43,000	60,600-74,151	12
4 years	65,500	70,147	43,000	58,344-76,513	10
5 years	74,000	75,691	43,000	59,600-80,000	9
6 years	74,000	78,586	53,532	60,700-80,873	7
7 years	74,000	79,548	55,103	63,000-83,004	9
8-10 years	75,000	81,526	59,820	65,000-82,000	11
11-15 years	74,000	87,579	67,023	68,500-94,689	9
More than 15 years	78,000	91,085	71,125	74,000-90,000	9
Women/Children/Family/Domestic violence					
1 year or less	70,447	66,289	45,000	61,500-73,000	10
2 years	73,071	72,246	62,500	70,500-75,000	9
3 years	73,624	70,632	50,000	63,000-80,000	10
4 years	79,713	74,016	50,000	64,000-84,100	8
5 years	82,301	79,141	50,000	76,500-87,764	8
6 years	87,390	82,870	55,000	78,000-91,590	8
7 years	90,015	85,195	60,000	71,000-95,347	7
8-10 years	90,000	85,320	65,000	70,000-100,000	11
11-15 years	100,860	94,166	56,500	71,000-112,000	9
More than 15 years	116,425	106,858	70,000	75,000-129,728	10

Continued

Continued

Years of Experience	Median	Average	Low	Middle Range of Salaries (25th and 75th percentiles)	# of Organizations Reporting
Other					
1 year or less	$67,500	$65,731	$50,000	$58,000-71,000	21
2 years	69,406	67,659	50,000	58,000-73,200	18
3 years	75,500	74,722	57,000	62,000-79,000	15
4 years	76,125	76,013	57,500	63,000-81,000	19
5 years	82,100	81,316	62,000	65,500-90,000	14
6 years	72,000	83,064	60,000	65,126-85,200	13
7 years	87,900	90,719	67,000	73,500-91,064	12
8-10 years	93,400	93,502	66,500	71,930-95,500	15
11-15 years	104,050	106,710	72,000	83,790-107,768	12
More than 15 years	116,850	128,529	75,000	95,000-158,900	14

Note: All salaries are based on average salaries reported by organizations. A dash indicates that fewer than 5 salaries were reported for this group. The “Middle Range of Salaries” reports the range of salaries in the middle of the low to high ranking, that is from the 25th to the 75th percentile. The high salary is not reported because, unlike the low salary, the highest salaries tend to be anomalies and isolated to very few jurisdictions, whereas the low salaries are more broadly representative of jurisdictions and organizations in the aggregate. See the “Definitions” portion of the Introduction for an explanation of geographic and population categories.

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2022 Public Service Attorney Salary Report

SECTION 2

Benefits & Remote Workplace Policies

Availability and Cost of Health Insurance for Attorneys and Families

(Percent of organizations reporting each level of coverage)

Type of Organization/Union Status/Census Region/Population	Employer Pays			Benefit Not Available	# of Organizations Reporting
	Full Premium	Partial Premium	None of Premium		
Civil Legal Services					
COVERAGE FOR EMPLOYEE					
Nationwide	62.3%	37.7%	0.0%	0.0%	69
Unionized	69.6	30.4	0.0	0.0	23
Non-unionized	59.1	40.9	0.0	0.0	44
Northeast	55.0	45.0	0.0	0.0	20
Midwest	40.0	60.0	0.0	0.0	15
South	73.3	26.7	0.0	0.0	15
West	78.9	21.1	0.0	0.0	19
Rural/Micropolitan/Metropolitan Area population < 1M	53.3	46.7	0.0	0.0	15
Metropolitan Area, population 1M-4M	65.0	35.0	0.0	0.0	20
Metropolitan Area, population > 4M	64.7	35.3	0.0	0.0	34
COVERAGE FOR SPOUSE					
Nationwide	21.7	58.0	18.8	1.4	69
Unionized	39.1	52.2	8.7	0.0	23
Non-unionized	13.6	61.4	22.7	2.3	44
Northeast	35.0	60.0	5.0	0.0	20
Midwest	13.3	53.3	26.7	6.7	15
South	20.0	60.0	20.0	0.0	15
West	15.8	57.9	26.3	0.0	19
Rural/Micropolitan/Metropolitan Area population < 1M	26.7	60.0	6.7	6.7	15
Metropolitan Area, population 1M-4M	10.0	65.0	25.0	0.0	20
Metropolitan Area, population > 4M	26.5	52.9	20.6	0.0	34

Continued

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Continued

Type of Organization/Union Status/Census Region/Population	Employer Pays			Benefit Not Available	# of Organizations Reporting
	Full Premium	Partial Premium	None of Premium		
Coverage for Domestic Partner					
Nationwide	16.7%	53.0%	19.7%	10.6%	66
Unionized	34.8	52.2	8.7	4.3	23
Non-unionized	7.3	53.7	24.4	14.6	41
Northeast	20.0	60.0	5.0	15.0	20
Midwest	14.3	50.0	28.6	7.1	14
South	15.4	38.5	23.1	23.1	13
West	15.8	57.9	26.3	0.0	19
Rural/Micropolitan/Metropolitan Area population < 1M	21.4	57.1	7.1	14.3	14
Metropolitan Area, population 1M-4M	10.5	52.6	26.3	10.5	19
Metropolitan Area, population > 4M	18.2	51.5	21.2	9.1	33
Coverage for Dependents					
Nationwide	23.2	58.0	17.4	1.4	69
Unionized	43.5	47.8	8.7	0.0	23
Non-unionized	13.6	63.6	20.5	2.3	44
Northeast	40.0	55.0	5.0	0.0	20
Midwest	13.3	53.3	26.7	6.7	15
South	20.0	60.0	20.0	0.0	15
West	15.8	63.2	21.1	0.0	19
Rural/Micropolitan/Metropolitan Area population < 1M	26.7	60.0	6.7	6.7	15
Metropolitan Area, population 1M-4M	10.0	65.0	25.0	0.0	20
Metropolitan Area, population > 4M	29.4	52.9	17.6	0.0	34
Public Defender Offices					
Coverage for Employee					
Nationwide	32.1	67.9	0.0	0.0	28
Unionized	27.3	72.7	0.0	0.0	11
Non-unionized	35.3	64.7	0.0	0.0	17
Northeast	38.5	61.5	0.0	0.0	13
Midwest	16.7	83.3	0.0	0.0	6
South	28.6	71.4	0.0	0.0	7
Rural/Micropolitan/Metropolitan Area population < 1M	38.5	61.5	0.0	0.0	13
Metropolitan Area, population > 4M	33.3	66.7	0.0	0.0	12

Continued

Continued

Type of Organization/Union Status/Census Region/Population	Employer Pays			Benefit Not Available	# of Organizations Reporting
	Full Premium	Partial Premium	None of Premium		
COVERAGE FOR SPOUSE					
Nationwide	28.6%	64.3%	7.1%	0.0%	28
Unionized	27.3	63.6	9.1	0.0	11
Non-unionized	29.4	64.7	5.9	0.0	17
Northeast	38.5	53.8	7.7	0.0	13
Midwest	16.7	83.3	0.0	0.0	6
South	14.3	71.4	14.3	0.0	7
Rural/Micropolitan/Metropolitan Area population < 1M	30.8	61.5	7.7	0.0	13
Metropolitan Area, population > 4M	33.3	58.3	8.3	0.0	12
COVERAGE FOR DOMESTIC PARTNER					
Nationwide	12.0	56.0	16.0	16.0	25
Unionized	10.0	50.0	30.0	10.0	10
Non-unionized	13.3	60.0	6.7	20.0	15
Northeast	20.0	50.0	20.0	10.0	10
Midwest	0.0	83.3	0.0	16.7	6
South	14.3	57.1	14.3	14.3	7
Rural/Micropolitan/Metropolitan Area population < 1M	8.3	50.0	25.0	16.7	12
Metropolitan Area, population > 4M	20.0	60.0	10.0	10.0	10
COVERAGE FOR DEPENDENTS					
Nationwide	25.9	66.7	7.4	0.0	27
Unionized	27.3	63.6	9.1	0.0	11
Non-unionized	25.0	68.8	6.3	0.0	16
Northeast	33.3	58.3	8.3	0.0	12
Midwest	16.7	83.3	0.0	0.0	6
South	14.3	71.4	14.3	0.0	7
Rural/Micropolitan/Metropolitan Area population < 1M	25.0	66.7	8.3	0.0	12
Metropolitan Area, population > 4M	33.3	58.3	8.3	0.0	12

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Type of Organization/Union Status/Census Region/Population	Employer Pays			Benefit Not Available	# of Organizations Reporting
	Full Premium	Partial Premium	None of Premium		
Public Interest Organizations					
Coverage for Employee					
Nationwide	63.2%	36.8%	0.0%	0.0%	87
Domestic civil rights/Civil liberties	55.6	44.4	0.0	0.0	9
Environmental	50.0	50.0	0.0	0.0	8
Health/Disability	77.8	22.2	0.0	0.0	9
Immigration	64.7	35.3	0.0	0.0	17
Women/Children/Family/Domestic violence	38.9	61.1	0.0	0.0	18
Other	80.8	19.2	0.0	0.0	26
Northeast	50.0	50.0	0.0	0.0	14
Midwest	10.0	90.0	0.0	0.0	10
South	63.2	36.8	0.0	0.0	19
West	79.5	20.5	0.0	0.0	44
Rural/Micropolitan/Metropolitan Area population < 1M	78.6	21.4	0.0	0.0	14
Metropolitan Area, population 1M-4M	33.3	66.7	0.0	0.0	15
Metropolitan Area, population > 4M	67.2	32.8	0.0	0.0	58
Coverage for Spouse					
Nationwide	16.7	57.1	20.2	6.0	84
Domestic civil rights/Civil liberties	22.2	44.4	22.2	11.1	9
Environmental	12.5	75.0	12.5	0.0	8
Health/Disability	0.0	77.8	11.1	11.1	9
Immigration	18.8	50.0	25.0	6.3	16
Women/Children/Family/Domestic violence	5.9	76.5	17.6	0.0	17
Other	28.0	40.0	24.0	8.0	25
Northeast	14.3	78.6	7.1	0.0	14
Midwest	0.0	77.8	11.1	11.1	9
South	16.7	50.0	27.8	5.6	18
West	20.9	48.8	23.3	7.0	43
Rural/Micropolitan/Metropolitan Area population < 1M	16.7	50.0	25.0	8.3	12
Metropolitan Area, population 1M-4M	13.3	60.0	20.0	6.7	15
Metropolitan Area, population > 4M	17.5	57.9	19.3	5.3	57

Continued

Continued

Type of Organization/Union Status/Census Region/Population	Employer Pays			Benefit Not Available	# of Organizations Reporting
	Full Premium	Partial Premium	None of Premium		
Coverage for Domestic Partner					
Nationwide	13.8%	52.5%	21.3%	12.5%	80
Domestic civil rights/Civil liberties	22.2	44.4	22.2	11.1	9
Environmental	12.5	75.0	12.5	0.0	8
Health/Disability	0.0	57.1	28.6	14.3	7
Immigration	7.1	50.0	28.6	14.3	14
Women/Children/Family/Domestic violence	5.9	70.6	11.8	11.8	17
Other	24.0	36.0	24.0	16.0	25
Northeast	7.7	76.9	15.4	0.0	13
Midwest	0.0	66.7	11.1	22.2	9
South	11.8	41.2	29.4	17.6	17
West	19.5	46.3	22.0	12.2	41
Rural/Micropolitan/Metropolitan Area population < 1M	9.1	36.4	27.3	27.3	11
Metropolitan Area, population 1M-4M	14.3	57.1	21.4	7.1	14
Metropolitan Area, population > 4M	14.5	54.5	20.0	10.9	55
Coverage for Dependents					
Nationwide	16.7	58.3	19.0	6.0	84
Domestic civil rights/Civil liberties	22.2	44.4	22.2	11.1	9
Environmental	12.5	75.0	12.5	0.0	8
Health/Disability	0.0	88.9	0.0	11.1	9
Immigration	18.8	50.0	25.0	6.3	16
Women/Children/Family/Domestic violence	11.8	70.6	17.6	0.0	17
Other	24.0	44.0	24.0	8.0	25
Northeast	14.3	78.6	7.1	0.0	14
Midwest	0.0	77.8	11.1	11.1	9
South	11.1	55.6	27.8	5.6	18
West	23.3	48.8	20.9	7.0	43
Rural/Micropolitan/Metropolitan Area population < 1M	16.7	50.0	25.0	8.3	12
Metropolitan Area, population 1M-4M	13.3	60.0	20.0	6.7	15
Metropolitan Area, population > 4M	17.5	59.6	17.5	5.3	57

Note: Groupings with fewer than 5 respondents are not shown. Respondents were asked to indicate the most generous option available at their organization in each category. See the "Definitions" portion of the Introduction for an explanation of geographic and population categories.

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Availability and Cost of Dental Insurance for Attorneys and Families (Percent of organizations reporting each level of coverage)

Type of Organization/Union Status/ Census Region/Population	Employer Pays			Benefit not Available	# of Organizations Reporting
	Full Premium	Partial Premium	None of Premium		
Civil Legal Services					
Coverage for Employee					
Nationwide	46.4%	31.9%	14.5%	7.2%	69
Unionized	52.2	34.8	13.0	0.0	23
Non-unionized	40.9	31.8	15.9	11.4	44
Northeast	35.0	30.0	30.0	5.0	20
Midwest	33.3	40.0	13.3	13.3	15
South	46.7	33.3	6.7	13.3	15
West	68.4	26.3	5.3	0.0	19
Rural/Micropolitan/Metropolitan Area population < 1M	40.0	33.3	13.3	13.3	15
Metropolitan Area, population 1M-4M	35.0	40.0	15.0	10.0	20
Metropolitan Area, population > 4M	55.9	26.5	14.7	2.9	34
Coverage for Spouse					
Nationwide	21.7	39.1	29.0	10.1	69
Unionized	34.8	47.8	17.4	0.0	23
Non-unionized	13.6	36.4	34.1	15.9	44
Northeast	30.0	35.0	30.0	5.0	20
Midwest	13.3	40.0	26.7	20.0	15
South	20.0	33.3	33.3	13.3	15
West	21.1	47.4	26.3	5.3	19
Rural/Micropolitan/Metropolitan Area population < 1M	20.0	26.7	40.0	13.3	15
Metropolitan Area, population 1M-4M	15.0	50.0	25.0	10.0	20
Metropolitan Area, population > 4M	26.5	38.2	26.5	8.8	34

Continued

Continued

Type of Organization/Union Status/ Census Region/Population	Employer Pays: Full Premium	Employer Pays: Partial Premium	Employer Pays: None of Premium	Benefit Not Available	# of Organizations Reporting
COVERAGE FOR DOMESTIC PARTNER					
Nationwide	19.7%	33.3%	28.8%	18.2%	66
Unionized	34.8	47.8	17.4	0.0	23
Non-unionized	9.8	26.8	34.1	29.3	41
Northeast	25.0	35.0	25.0	15.0	20
Midwest	14.3	35.7	28.6	21.4	14
South	15.4	7.7	38.5	38.5	13
West	21.1	47.4	26.3	5.3	19
Rural/Micropolitan/Metropolitan Area population < 1M	14.3	21.4	42.9	21.4	14
Metropolitan Area, population 1M-4M	15.8	36.8	26.3	21.1	19
Metropolitan Area, population > 4M	24.2	36.4	24.2	15.2	33
COVERAGE FOR DEPENDENTS					
Nationwide	23.2	37.7	29.0	10.1	69
Unionized	39.1	43.5	17.4	0.0	23
Non-unionized	13.6	36.4	34.1	15.9	44
Northeast	35.0	30.0	30.0	5.0	20
Midwest	13.3	40.0	26.7	20.0	15
South	20.0	33.3	33.3	13.3	15
West	21.1	47.4	26.3	5.3	19
Rural/Micropolitan/Metropolitan Area population < 1M	20.0	26.7	40.0	13.3	15
Metropolitan Area, population 1M-4M	15.0	50.0	25.0	10.0	20
Metropolitan Area, population > 4M	29.4	35.3	26.5	8.8	34

Continued

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Type of Organization/Union Status/ Census Region/Population	Employer Pays: Full Premium	Employer Pays: Partial Premium	Employer Pays: None of Premium	Benefit Not Available	# of Organizations Reporting
Public Defender Offices					
Coverage for Employee					
Nationwide	26.9%	46.2%	19.2%	7.7%	26
Unionized	27.3	54.5	0.0	18.2	11
Non-unionized	26.7	40.0	33.3	0.0	15
Northeast	41.7	33.3	8.3	16.7	12
Midwest	0.0	83.3	16.7	0.0	6
South	16.7	50.0	33.3	0.0	6
Rural/Micropolitan/Metropolitan Area population < 1M	41.7	33.3	25.0	0.0	12
Metropolitan Area, population > 4M	9.1	54.5	18.2	18.2	11
Coverage for Spouse					
Nationwide	15.4	53.8	23.1	7.7	26
Unionized	18.2	54.5	9.1	18.2	11
Non-unionized	13.3	53.3	33.3	0.0	15
Northeast	25.0	41.7	16.7	16.7	12
Midwest	0.0	83.3	16.7	0.0	6
South	0.0	66.7	33.3	0.0	6
Rural/Micropolitan/Metropolitan Area population < 1M	25.0	41.7	33.3	0.0	12
Metropolitan Area, population > 4M	9.1	54.5	18.2	18.2	11
Coverage for Domestic Partner					
Nationwide	8.0	44.0	20.0	28.0	25
Unionized	9.1	36.4	18.2	36.4	11
Non-unionized	7.1	50.0	21.4	21.4	14
Northeast	18.2	36.4	18.2	27.3	11
Midwest	0.0	66.7	0.0	33.3	6
South	0.0	50.0	33.3	16.7	6
Rural/Micropolitan/Metropolitan Area population < 1M	8.3	41.7	33.3	16.7	12
Metropolitan Area, population > 4M	10.0	40.0	10.0	40.0	10

Continued

Continued

Type of Organization/Union Status/ Census Region/Population	Employer Pays			Benefit Not Available	# of Organizations Reporting
	Full Premium	Partial Premium	None of Premium		
COVERAGE FOR DEPENDENTS					
Nationwide	15.4%	53.8%	23.1%	7.7%	26
Unionized	18.2	54.5	9.1	18.2	11
Non-unionized	13.3	53.3	33.3	0.0	15
Northeast	25.0	41.7	16.7	16.7	12
Midwest	0.0	83.3	16.7	0.0	6
South	0.0	66.7	33.3	0.0	6
Rural/Micropolitan/Metropolitan Area population < 1M	25.0	41.7	33.3	0.0	12
Metropolitan Area, population > 4M	9.1	54.5	18.2	18.2	11
Public Interest Organizations					
COVERAGE FOR EMPLOYEE					
Nationwide	67.4	25.6	2.3	4.7	86
Domestic civil rights/Civil liberties	66.7	33.3	0.0	0.0	9
Environmental	75.0	25.0	0.0	0.0	8
Health/Disability	66.7	22.2	0.0	11.1	9
Immigration	64.7	17.6	5.9	11.8	17
Women/Children/Family/Domestic violence	50.0	44.4	5.6	0.0	18
Other	80.0	16.0	0.0	4.0	25
Northeast	64.3	35.7	0.0	0.0	14
Midwest	30.0	70.0	0.0	0.0	10
South	63.2	31.6	0.0	5.3	19
West	79.1	9.3	4.7	7.0	43
Rural/Micropolitan/Metropolitan Area population < 1M	78.6	7.1	7.1	7.1	14
Metropolitan Area, population 1M-4M	46.7	46.7	0.0	6.7	15
Metropolitan Area, population > 4M	70.2	24.6	1.8	3.5	57

Continued

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Continued

Type of Organization/Union Status/ Census Region/Population	Employer Pays: Full Premium	Employer Pays: Partial Premium	Employer Pays: None of Premium	Benefit Not Available	# of Organizations Reporting
COVERAGE FOR SPOUSE					
Nationwide	24.4%	43.9%	20.7%	11.0%	82
Domestic civil rights/Civil liberties	44.4	22.2	22.2	11.1	9
Environmental	28.6	57.1	14.3	0.0	7
Health/Disability	11.1	66.7	11.1	11.1	9
Immigration	18.8	37.5	25.0	18.8	16
Women/Children/Family/Domestic violence	17.6	58.8	17.6	5.9	17
Other	29.2	33.3	25.0	12.5	24
Northeast	38.5	53.8	7.7	0.0	13
Midwest	11.1	66.7	11.1	11.1	9
South	16.7	33.3	38.9	11.1	18
West	26.2	40.5	19.0	14.3	42
Rural/Micropolitan/Metropolitan Area population < 1M	18.2	36.4	27.3	18.2	11
Metropolitan Area, population 1M-4M	26.7	46.7	20.0	6.7	15
Metropolitan Area, population > 4M	25.0	44.6	19.6	10.7	56
COVERAGE FOR DOMESTIC PARTNER					
Nationwide	22.1	39.0	23.4	15.6	77
Domestic civil rights/Civil liberties	44.4	22.2	22.2	11.1	9
Environmental	28.6	57.1	14.3	0.0	7
Health/Disability	0.0	57.1	28.6	14.3	7
Immigration	7.1	35.7	28.6	28.6	14
Women/Children/Family/Domestic violence	17.6	47.1	17.6	17.6	17
Other	30.4	30.4	26.1	13.0	23
Northeast	25.0	58.3	16.7	0.0	12
Midwest	11.1	55.6	11.1	22.2	9
South	18.8	25.0	43.8	12.5	16
West	25.0	35.0	20.0	20.0	40
Rural/Micropolitan/Metropolitan Area population < 1M	10.0	20.0	30.0	40.0	10
Metropolitan Area, population 1M-4M	28.6	42.9	21.4	7.1	14
Metropolitan Area, population > 4M	22.6	41.5	22.6	13.2	53

Continued

Continued

Type of Organization/Union Status/ Census Region/Population	Employer Pays: Full Premium	Employer Pays: Partial Premium	Employer Pays: None of Premium	Benefit Not Available	# of Organizations Reporting
COVERAGE FOR DEPENDENTS					
Nationwide	25.6%	45.1%	20.7%	8.5%	82
Domestic civil rights/Civil liberties	44.4	22.2	22.2	11.1	9
Environmental	28.6	57.1	14.3	0.0	7
Health/Disability	11.1	77.8	0.0	11.1	9
Immigration	18.8	37.5	25.0	18.8	16
Women/Children/Family/Domestic violence	23.5	58.8	17.6	0.0	17
Other	29.2	33.3	29.2	8.3	24
Northeast	38.5	53.8	7.7	0.0	13
Midwest	11.1	66.7	11.1	11.1	9
South	16.7	33.3	44.4	5.6	18
West	28.6	42.9	16.7	11.9	42
Rural/Micropolitan/Metropolitan Area population < 1M	18.2	36.4	27.3	18.2	11
Metropolitan Area, population 1M-4M	26.7	46.7	20.0	6.7	15
Metropolitan Area, population > 4M	26.8	46.4	19.6	7.1	56

Note: Groupings with fewer than 5 respondents are not shown. Respondents were asked to indicate the most generous option available at their organization in each category. See the "Definitions" portion of the Introduction for an explanation of geographic and population categories.

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Does Employer Offer Retirement or Pension Plan with Employer Contribution?

Type of Organization/Union Status/Census Region/Population	Yes	No	# of Organizations Reporting
Civil Legal Services			
Nationwide	78.3%	21.7%	69
Unionized	95.7	4.3	23
Non-unionized	68.2	31.8	44
Northeast	95.0	5.0	20
Midwest	66.7	33.3	15
South	66.7	33.3	15
West	78.9	21.1	19
Rural/Micropolitan/Metropolitan Area population < 1M	80.0	20.0	15
Metropolitan Area, population 1M-4M	80.0	20.0	20
Metropolitan Area, population > 4M	76.5	23.5	34
Public Defender Offices			
Nationwide	100.0	0.0	28
Unionized	100.0	0.0	11
Non-unionized	100.0	0.0	17
Northeast	100.0	0.0	13
Midwest	100.0	0.0	6
South	100.0	0.0	7
Rural/Micropolitan/Metropolitan Area population < 1M	100.0	0.0	13
Metropolitan Area, population > 4M	100.0	0.0	12

Continued

Continued

Type of Organization/Union Status/Census Region/Population	Yes	No	# of Organizations Reporting
PUBLIC INTEREST ORGANIZATIONS			
Nationwide	81.6%	17.2%	87
Domestic civil rights/Civil liberties	88.9	11.1	9
Environmental	75.0	12.5	8
Health/Disability	88.9	11.1	9
Immigration	94.1	5.9	17
Women/Children/Family/Domestic violence	77.8	22.2	18
Other	73.1	26.9	26
Northeast	85.7	14.3	14
Midwest	90.0	10.0	10
South	68.4	31.6	19
West	84.1	13.6	44
Rural/Micropolitan/Metropolitan Area population < 1M	85.7	14.3	14
Metropolitan Area, population 1M-4M	73.3	26.7	15
Metropolitan Area, population > 4M	82.8	15.5	58

Note: Groupings with fewer than 5 respondents are not shown. See the "Definitions" portion of the Introduction for an explanation of geographic and population categories.

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Changes in the Availability of Remote Work Options for Entry-Level Attorneys Since the Onset of the COVID-19 Pandemic

(availability of remote work on Jan. 1, 2022 in comparison to Mar. 1, 2020, reported as the percent of organizations in each category)

Type of Organization/Union Status/Census Region/Population	Entry-Level Attorneys Can Now Work Remotely: More Often	About the Same	Less Often	# of Organizations Reporting
Civil Legal Services				
Nationwide	85.5%	10.1%	4.3%	69
Unionized	73.9	17.4	8.7	23
Non-unionized	90.9	6.8	2.3	44
Northeast	85.0	5.0	10.0	20
Midwest	80.0	13.3	6.7	15
South	100.0	0.0	0.0	15
West	78.9	21.1	0.0	19
Rural/Micropolitan/Metropolitan Area population < 1M	86.7	0.0	13.3	15
Metropolitan Area, population 1M-4M	75.0	20.0	5.0	20
Metropolitan Area, population > 4M	91.2	8.8	0.0	34
Public Defender Offices				
Nationwide	79.2	8.3	12.5	24
Unionized	90.0	0.0	10.0	10
Non-unionized	71.4	14.3	14.3	14
Northeast	66.7	11.1	22.2	9
Midwest	83.3	0.0	16.7	6
South	85.7	14.3	0.0	7
Rural/Micropolitan/Metropolitan Area population < 1M	44.4	22.2	33.3	9
Metropolitan Area, population > 4M	100.0	0.0	0.0	12

Continued

Continued

Type of Organization/Union Status/Census Region/Population	Entry-Level Attorneys Can Now Work Remotely: More Often	About the Same	Less Often	# of Organizations Reporting
PUBLIC INTEREST ORGANIZATIONS				
Nationwide	86.7%	10.8%	2.4%	83%
Domestic civil rights/Civil liberties	100.0	0.0	0.0	9
Environmental	75.0	25.0	0.0	8
Health/Disability	100.0	0.0	0.0	8
Immigration	87.5	6.3	6.3	16
Women/Children/Family/Domestic violence	83.3	11.1	5.6	18
Other	83.3	16.7	0.0	24
Northeast	100.0	0.0	0.0	14
Midwest	80.0	0.0	20.0	10
South	94.7	5.3	0.0	19
West	80.0	20.0	0.0	40
Rural/Micropolitan/Metropolitan Area population < 1M	84.6	15.4	0.0	13
Metropolitan Area, population 1M-4M	86.7	0.0	13.3	15
Metropolitan Area, population > 4M	87.3	12.7	0.0	55

Note: Groupings with fewer than 5 respondents are not shown. See the "Definitions" portion of the Introduction for an explanation of geographic and population

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Availability of Monetary Stipends/Reimbursement for Remote Work Needs and Types of Stipends

(Percent of organizations reporting use of stipends and stipend types)

Type of Organization/Union Status/Census Region/Population	% Offering Stipends/ Reimbursement	# of Organizations Reporting*	Types of Stipends Available from Organizations Offering Stipends		
			Restricted Use	Unrestricted Use	Both Stipend Types
Civil Legal Services					
Nationwide	59.4%	69	58.5%	24.4%	17.1%
Unionized	56.5	23	53.8	23.1	23.1
Non-unionized	59.1	44	61.5	23.1	15.4
Northeast	50.0	20	60.0	40.0	0.0
Midwest	53.3	15	37.5	25.0	37.5
South	46.7	15	57.1	42.9	0.0
West	84.2	19	68.8	6.3	25.0
Rural/Micropolitan/Metropolitan Area population < 1M	53.3	15	62.5	25.0	12.5
Metropolitan Area, population 1M-4M	40.0	20	62.5	37.5	0.0
Metropolitan Area, population > 4M	73.5	34	56.0	20.0	24.0
Public Defender Offices					
Nationwide	11.1	27	—	—	—
Unionized	20.0	10	—	—	—
Non-unionized	5.9	17	—	—	—
Northeast	25.0	12	—	—	—
Midwest	0.0	6	—	—	—
South	0.0	7	—	—	—
Rural/Micropolitan/Metropolitan Area population < 1M	0.0	12	—	—	—
Metropolitan Area, population > 4M	25.0	12	—	—	—

Continued

Continued

Type of Organization/Union Status/Census Region/Population	% Offering Stipends/ Reimbursement	# of Organizations Reporting*	Types of Stipends Available from Organizations Offering Stipends		
			Restricted Use	Unrestricted Use	Both Stipend Types
PUBLIC INTEREST ORGANIZATIONS					
Nationwide	70.2%	84	53.4%	22.4%	24.1%
Domestic civil rights/Civil liberties	77.8	9	71.4	14.3	14.3
Environmental	75.0	8	33.3	0.0	66.7
Health/Disability	100.0	9	66.7	33.3	0.0
Immigration	68.8	16	70.0	10.0	20.0
Women/Children/Family/Domestic violence	61.1	18	36.4	36.4	27.3
Other	62.5	24	46.7	26.7	26.7
Northeast	78.6	14	50.0	40.0	10.0
Midwest	30.0	10	—	—	—
South	52.6	19	50.0	20.0	30.0
West	85.4	41	57.1	17.1	25.7
Rural/Micropolitan/Metropolitan Area population < 1M	46.2	13	66.7	16.7	16.7
Metropolitan Area, population 1M-4M	53.3	15	37.5	25.0	37.5
Metropolitan Area, population > 4M	80.4	56	54.5	22.7	22.7

*The number of organizations refers to the number responding to the item regarding whether they offer monetary stipends/reimbursement for remote work. The percentage of organizations by type of stipend is based on the number of organizations that offered stipends, which in most cases is a smaller number.

Note: Groupings with fewer than 5 respondents are not shown. Restricted use stipends are to be used for a specific purposes (e.g., an internet allowance). Unrestricted use stipends may be used for any remote work needs. Several organizations indicated that they offered one or two-time stipends during the transition/continuation of remote work in 2020 and 2021 due to the COVID-19 pandemic, but do not plan to continue these stipends in the future. See the "Definitions" portion of the Introduction for an explanation of geographic and population categories.

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SECTION 3

Federal Salary & Benefits Information

The federal government is the single largest employer of lawyers in the United States. Because of this, many public service-minded law students and attorneys have a strong interest in information about the compensation of federal government attorneys, and this report would be incomplete without an overview of federal salary and benefits information. The federal government's compensation structures, however, do not lend themselves to simple reporting because they are diverse and vary from one federal entity to another. Because lawyers work in a variety of positions throughout the federal government, and many of these are covered by different compensation structures, it is not possible to provide detail on compensation for every federal attorney position. This section, however, offers a very useful overview by providing fundamental information about how federal attorneys are compensated, with as much detail as possible.

Much of the information in this section was gathered using resources offered by the Partnership for Public Service (www.ourpublicservice.org) and the Office of Personnel Management's website (www.opm.gov). This information is not included in the tables in the previous sections of the report and did not factor into the statistical calculations in those sections.

Salary Information

Most white-collar federal jobs, including attorney positions, fall under the General Schedule (or GS) pay scale, which is provided in this section. On this scale, jobs are ranked according to level of responsibility and difficulty and are assigned corresponding grades. Grades start at GS-1 and go up to GS-15, and then into the Senior Executive Service (SES). As grades increase, salaries increase correspondingly. Within each grade level there are several steps, often as many as 10. Length of tenure in a position and job performance can bump employees up by steps within their grade.

Master's level graduates usually enter at level GS-9 or higher, depending upon prior work experience. Special rules allow agencies to pay attorneys more, so law school graduates often start at GS-11 or higher, depending on whether the applicant is entering an honors program or has experience from a judicial clerkship. This generally means a starting salary somewhere between $57,000 and $81,000.

Why the wide range? The federal government has both base pay tables and "locality pay" tables. In metropolitan areas such as San Francisco or New York City, federal employees earn a higher salary to compensate for the higher cost of living, earning significantly more than base pay. Areas that do not have a locality pay formula are covered by the rest of the United States formula. A copy of the GS scale and "locality pay" tables for selected markets follow on the next few pages. For a link to the full 2022 General Schedule table and all 2022 locality pay tables see page 51.

While the GS serves as the salary scale for most federal attorneys, there are notable exceptions. Among the groups that do not follow the GS:

- Assistant United States Attorneys (AUSAs) are not compensated via the GS. Rather, they are compensated under an administratively determined (AD) pay scale authorized by Title 28 of the U.S. Code. (Other attorneys working for the Department of Justice are compensated via the GS. For more information on attorney careers with the Department of Justice, see www.justice.gov/careers/legal.)

- Attorneys working for the Securities and Exchange Commission are paid separately from the GS as well. You may learn more at www.sec.gov/jobs.shtml.

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- Administrative Law Judges (ALJs) are compensated according to the separate pay scale at Title 5 U.S. Code, Section 5372. More information about ALJ salaries is found at www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/administrative-law-judge-pay-system.

- The Federal Deposit Insurance Corporation, the National Credit Union Administration Board, the Office of Financial Research, the Consumer Financial Protection Bureau, the Comptroller of the Currency, the Federal Housing Finance Board, the Farm Credit Administration, and the Commodity Futures Trading Commission have independent pay scales as authorized by Title 12 U.S. Code, Section 1833b.

For certain hard-to-fill positions, departments and agencies may be able to offer a special pay rate that allows them to increase salaries for potential recruits.

Benefits Information

Health Insurance

The Federal Employees Health Benefits Program, for which most federal employees are eligible, offers an array of coverage options for employees and family members. Participants can choose among fee-for-service plans, health maintenance organizations, and point-of-service plans. For further information see www.opm.gov/healthcare-insurance/healthcare.

Holidays

Full-time federal employees are entitled to 11 paid holidays each year. Specific information about the holiday schedule in year 2022 and in subsequent years may be found at www.opm.gov/policy-data-oversight/pay-leave/federal-holidays.

Annual Leave

Accrual of annual leave is based on years of experience. Detailed information about accrual rates is found at www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets. As a general matter, full-time federal employees will accrue leave as follows:

- Less than 3 years of service: 4 hours for each pay period

- Between 3 years and less than 15 years of service: 6 hours for each pay period, except 10 hours in last pay period

- 15 or more years of service: 8 hours for every pay period

Life Insurance

The Federal Employees' Group Life Insurance (FEGLI) Program offers Basic and 3 kinds of Optional Insurance plans. Most employees are automatically enrolled in the Basic insurance program, unless they waive coverage. The government pays one-third the cost of Basic insurance, and the employee pays two-thirds. Age does not affect the cost of Basic insurance. Employees can also purchase Optional Insurance at their own expense. Optional coverage includes additional insurance on the employee's

life as well as a coverage option for the employee's spouse and eligible children, if any. For more information on life insurance options, see www.opm.gov/healthcare-insurance/life-insurance.

Loan Repayment Assistance

The federal Student Loan Repayment program allows government agencies to provide their employees with up to $10,000 per year in student loan repayments, and up to $60,000 total, on eligible loans. In return, they must commit to at least 3 years of agency service. Agencies maintain discretion as to certain eligibility criteria. In addition, the Office of Personnel Management notes that, "Any employee (as defined in 5 U.S.C. 2105) is eligible, except those occupying a position excepted from the competitive civil service because of their confidential, policy-determining, policy-making, or policy-advocating nature (e.g., Schedule C appointees)." In 2019 (the most recent year for which data are available), 28 federal agencies provided 9,098 employees with $72.3 million in student loan repayment benefits. More information on loan repayment assistance may be found at www.opm.gov/policy-data-oversight/pay-leave/student-loan-repayment.

Retirement Benefits

Most federal employees are covered by the Federal Employees Retirement System (FERS). FERS benefits are based on amount of service and salary history. There are 3 main components to FERS:

- Thrift Savings Plan (TSP): Multiple investment options similar to a 401(k) plan. Details about TSP's structure and government matching contributions are available at www.tsp.gov/PlanParticipation/AboutTheTSP/index.html.

- Social Security: Federal employees pay into Social Security through their federal taxes and are eligible for monthly benefits after turning 62 or becoming disabled.

- Basic Benefit Plan: The federal government contributes an amount equal to 1% of an employee's salary to a retirement fund. The plan also includes benefits in case of disability, and benefits for spouses and children in case of an employee's death. Only employees with at least 5 years of service are eligible to receive benefits through this program.

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Note: Master's level graduates usually enter federal government service at grade GS-9 or higher, depending upon prior work experience. Special rules allow agencies to pay attorneys more, so law school graduates usually start at grade GS-11 or GS-12, depending on whether the applicant is entering an honors program or has experience from a clerkship. Because of this, only grades 9 and higher are shown in the following tables. The full General Schedule table and additional locality pay area tables can be found at www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/general-schedule.

U.S. Federal Government General Schedule
Effective January 2022 - Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$47,097	$48,667	$50,237	$51,807	$53,377	$54,947	$56,517	$58,087	$59,657	$61,227
10	51,864	53,593	55,322	57,051	58,780	60,509	62,238	63,967	65,696	67,425
11	56,983	58,882	60,781	62,680	64,579	66,478	68,377	70,276	72,175	74,074
12	68,299	70,576	72,853	75,130	77,407	79,684	81,961	84,238	86,515	88,792
13	81,216	83,923	86,630	89,337	92,044	94,751	97,458	100,165	102,872	105,579
14	95,973	99,172	102,371	105,570	108,769	111,968	115,167	118,366	121,565	124,764
15	112,890	116,653	120,416	124,179	127,942	131,705	135,468	139,231	142,994	146,757

Continued

General Schedules for Select Locality Pay Areas

All locality pay areas are available from OPM at www.opm.gov and from the online version of the salary report at www.psjd.org/salary-report_2022.

General Schedule for the Locality Pay Area of Atlanta-Athens-Clarke County — Sandy Springs, GA-AL
Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$57,755	$59,680	$61,606	$63,531	$65,456	$67,382	$69,307	$71,232	$73,157	$75,083
10	63,601	65,721	67,841	69,962	72,082	74,202	76,322	78,443	80,563	82,683
11	69,878	72,207	74,536	76,864	79,193	81,522	83,851	86,179	88,508	90,837
12	83,755	86,547	89,340	92,132	94,924	97,716	100,509	103,301	106,093	108,886
13	99,595	102,915	106,234	109,554	112,874	116,193	119,513	122,832	126,152	129,472
14	117,692	121,615	125,538	129,460	133,383	137,306	141,229	145,152	149,075	152,998
15	138,437	143,052	147,666	152,281	156,895	161,510	166,124	170,739	175,354	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

General Schedule for the Locality Pay Area of Chicago-Naperville, IL-IN-WI
Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$60,840	$62,868	$64,896	$66,924	$68,952	$70,981	$73,009	$75,037	$77,065	$79,093
10	66,998	69,231	71,465	73,698	75,932	78,166	80,399	82,633	84,866	87,100
11	73,611	76,064	78,517	80,970	83,423	85,876	88,329	90,783	93,236	95,689
12	88,229	91,170	94,112	97,053	99,994	102,936	105,877	108,819	111,760	114,702
13	104,915	108,412	111,909	115,406	118,902	122,399	125,896	129,393	132,890	136,387
14	123,978	128,110	132,243	136,375	140,508	144,640	148,773	152,905	157,038	161,170
15	145,831	150,692	155,553	160,414	165,275	170,137	174,998	176,300 *	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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General Schedule for the Locality Pay Area of Dallas-Fort Worth, TX-OK Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$59,192	$61,165	$63,138	$65,111	$67,084	$69,057	$71,031	$73,004	$74,977	$76,950
10	65,183	67,356	69,529	71,702	73,875	76,048	78,221	80,394	82,567	84,740
11	71,616	74,003	76,390	78,776	81,163	83,550	85,936	88,323	90,710	93,096
12	85,838	88,700	91,562	94,423	97,285	100,147	103,009	105,870	108,732	111,594
13	102,072	105,474	108,877	112,279	115,681	119,083	122,485	125,887	129,290	132,692
14	120,619	124,639	128,660	132,680	136,701	140,721	144,742	148,762	152,783	156,803
15	141,880	146,609	151,339	156,068	160,798	165,527	170,256	174,986	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

General Schedule for the Locality Pay Area of Houston-The Woodlands, TX Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$63,091	$65,194	$67,297	$69,401	$71,504	$73,607	$75,710	$77,813	$79,917	$82,020
10	69,477	71,793	74,109	76,426	78,742	81,058	83,374	85,690	88,006	90,323
11	76,334	78,878	81,422	83,966	86,510	89,054	91,598	94,142	96,686	99,230
12	91,493	94,544	97,594	100,644	103,694	106,745	109,795	112,845	115,895	118,946
13	108,797	112,423	116,050	119,676	123,302	126,928	130,555	134,181	137,807	141,434
14	128,565	132,851	137,136	141,422	145,707	149,992	154,278	158,563	162,848	167,134
15	151,227	156,268	161,309	166,350	171,391	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

General Schedule for the Locality Pay Area of Los Angeles-Long Beach, CA
Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$62,926	$65,024	$67,122	$69,219	$71,317	$73,415	$75,512	$77,610	$79,708	$81,805
10	69,295	71,606	73,916	76,226	78,536	80,846	83,156	85,466	87,776	90,087
11	76,135	78,672	81,209	83,747	86,284	88,821	91,359	93,896	96,433	98,970
12	91,254	94,297	97,339	100,381	103,423	106,466	109,508	112,550	115,593	118,635
13	108,513	112,130	115,746	119,363	122,980	126,597	130,214	133,830	137,447	141,064
14	128,230	132,504	136,778	141,052	145,326	149,600	153,875	158,149	162,423	166,697
15	150,832	155,860	160,888	165,916	170,943	175,971	176,300 *	176,300 *	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

General Schedule for the Locality Pay Area of
Miami-Fort Lauderdale-Port St. Lucie, FL
Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$58,306	$60,250	$62,193	$64,137	$66,081	$68,024	$69,968	$71,912	$73,855	$75,799
10	64,208	66,348	68,489	70,629	72,770	74,910	77,051	79,191	81,332	83,472
11	70,545	72,896	75,247	77,598	79,949	82,300	84,651	87,002	89,353	91,704
12	84,554	87,373	90,192	93,011	95,830	98,649	101,468	104,287	107,106	109,924
13	100,545	103,897	107,248	110,599	113,950	117,302	120,653	124,004	127,356	130,707
14	118,815	122,775	126,735	130,696	134,656	138,616	142,577	146,537	150,497	154,458
15	139,758	144,416	149,075	153,734	158,392	163,051	167,709	172,368	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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General Schedule for the Locality Pay Area of New York-Newark, NY-NJ-CT-PA Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$63,609	$65,730	$67,850	$69,971	$72,091	$74,211	$76,332	$78,452	$80,573	$82,693
10	70,048	72,383	74,718	77,053	79,388	81,723	84,059	86,394	88,729	91,064
11	76,961	79,526	82,091	84,656	87,220	89,785	92,350	94,915	97,480	100,044
12	92,245	95,320	98,395	101,471	104,546	107,621	110,697	113,772	116,847	119,922
13	109,690	113,346	117,002	120,659	124,315	127,971	131,627	135,283	138,939	142,595
14	129,621	133,942	138,262	142,583	146,903	151,224	155,545	159,865	164,186	168,506
15	152,469	157,552	162,634	167,716	172,798	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

General Schedule for the Locality Pay Area of San Jose-San Francisco-Oakland, CA Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$67,226	$69,467	$71,708	$73,949	$76,190	$78,431	$80,672	$82,913	$85,154	$87,395
10	74,031	76,499	78,967	81,435	83,903	86,371	88,839	91,306	93,774	96,242
11	81,338	84,048	86,759	89,469	92,180	94,891	97,601	100,312	103,023	105,733
12	97,490	100,740	103,990	107,241	110,491	113,741	116,991	120,241	123,492	126,742
13	115,928	119,792	123,656	127,520	131,384	135,248	139,112	142,976	146,839	150,703
14	136,992	141,558	146,124	150,691	155,257	159,823	164,389	168,956	173,522	176,300 *
15	161,139	166,510	171,882	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

General Schedule for the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA Effective January 2022 — Annual Rates by Grade and Step (in U.S. dollars)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9	$61,947	$64,012	$66,077	$68,142	$70,207	$72,272	$74,337	$76,402	$78,467	$80,532
10	68,217	70,491	72,765	75,039	77,313	79,587	81,862	84,136	86,410	88,684
11	74,950	77,447	79,945	82,443	84,941	87,439	89,936	92,434	94,932	97,430
12	89,834	92,829	95,824	98,818	101,813	104,808	107,803	110,798	113,793	116,788
13	106,823	110,384	113,944	117,505	121,065	124,626	128,187	131,747	135,308	138,868
14	126,233	130,441	134,649	138,856	143,064	147,272	151,479	155,687	159,894	164,102
15	148,484	153,434	158,383	163,333	168,282	173,232	176,300 *	176,300 *	176,300 *	176,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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SECTION 4

Selected Public Service Salary Data from NALP's *Jobs & JDs* Report

Selected Public Service Salary Data from NALP's *Jobs & JDs* Report

The following tables are excerpted from *NALP's Jobs & JD's: Employment and Salaries of New Law Graduates — Class of 2020* report and present data on salaries for Class of 2020 graduates employed in public service as of March 15, 2021 (approximately 10 months post-graduation). NALP's hallmark annual research report includes the most comprehensive analysis of the types of employment and salaries obtained by recent graduates, with data on nearly 97% of Class of 2020 graduates from ABA-accredited law schools. This annual publication is available for purchase in the NALP bookstore at www.nalp.org/bookstore and can be found in many law school libraries and/or careers services offices. The full report contains more detailed information on public service employment and salaries.

These data are included to provide additional context to entry-level public service salaries, particularly in areas where reporting was limited within the *Public Service Attorney Salary Survey* this year. The data included in this section of the report differ from the data reported earlier in the publication in the following ways:

- The salary data within *Jobs & JDs* are as of March 15, 2021, and are reported by the graduates themselves in most cases; whereas the data reported earlier in this publication are as of January 1, 2022 and are provided by public service employers.
- *Jobs & JDs* collects salary information for the most recent graduating class; therefore, only entry-level salaries are available in this section of the report.
- *Jobs & JDs* includes salary information for graduates in all types of public service employment, including jobs for which bar passage or a JD are not required, while the earlier tables include salary information only for attorneys.
- The reporting categories included within *Jobs & JDs* differ from those reported earlier in this report.

Additional information about employer and job types included in these tables are found below.

General Job Characteristics:

- **Bar Admission Required/Anticipated:** This job type requires that the graduate pass the bar or have been granted diploma privilege and be licensed to practice law in one or more jurisdictions.
- **JD Advantage:** Jobs in this category are those for which the employer sought an individual with a JD, and perhaps even required a JD, or for which the JD provided a demonstrable advantage in obtaining or performing the job, but itself does not require bar passage, an active law license, or involve practicing law.
- **Other Professional Position:** A position in this category is one that requires professional skills or training but for which a JD is neither required nor a demonstrable advantage.

Kind of Job or Kind of Employer:

Government

- **Agency Honors Program:** Agency attorney honors programs, which are run by several executive branch agencies, e.g., the Department of Justice and the Equal Employment Opportunity Commission, are competitive programs through which third-year law students and recent graduates are hired as honors attorneys for the agency. These positions are highly

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sought after, and the hiring processes differ from other government attorney positions. Honors programs may also be found at the state level, e.g., attorneys general offices.

- **Executive Agency:** Most jobs, including law clerks and police officers, not falling into one of the other government categories fall here if they are with a government agency. Such jobs are found at all levels of government, including local government. Examples include the FTC, SEC, and USDA at the federal level, departments of labor and natural resources at the state level, and housing authorities and law enforcement at the local level.

- **Legislative positions**: These positions may be at any level of government, including local governing entities such as a county board, city council, or board of supervisors and can include both elected and staff positions.

- **Courts (not clerk):** These non-clerkship positions at courts, such as staff attorney positions, may be at any court level.

- **Prosecution:** This includes jobs representing or litigating on behalf of government in either criminal or civil proceedings. These jobs may be within the U.S. Department of Justice, states' attorney general offices, or local district or prosecuting attorney offices. It does not include other jobs in a prosecutor office, e.g., law clerk or non-attorney position, which should be reported using the appropriate choice for the department/agency as a whole.

- **Other Military:** Besides JAG Corps, includes all other civilian and uniformed positions in all branches of the military, including the U.S. Army Corps of Engineers.

- **Other Government Job:** Includes all other types of government jobs not classified above.

Judicial Clerkships

- A **judicial clerkship** is typically a 1- or 2-year position working for a judge (including administrative law judges) on tasks such as research and drafting. Judicial clerks may include graduates who perform duties similar to those of a judicial clerk assigned to a specific judge, but who perform those duties for a pool of judges or for the court as a whole rather than for a specific judge.

Public Interest

- **Policy/Advocacy:** Public interest/non-profit employers with a policy and/or advocacy focus.

- **Public Defender:** All public defender and appellate defender positions are reported here, regardless of whether the office is a government agency or a private organization. Other jobs within a public defender office, e.g., law clerk or administrative, are reported as "other public interest."

- **Community Organizing/Education:** Public interest/non-profit employers with a community organizing/education focus.

- **Civil Legal Services:** A legal services organization has a defined governance structure as specified by the ABA Standards for the Provision of Civil Legal Aid, to include having a governing body or board of directors.

- **Other Public Interest**: Includes other public interest/non-profit employers not falling into one of the categories described above.

Class of 2020 Salaries in Government by Level of Government and Type of Job

	Percentile						
	25th	Median	75th	Average Salary	90% of Reported Salaries Fell in the Range:	# of Salaries Reported	Salary Coverage
All Reported Salaries	$52,900	$64,000	$72,000	$65,042	$44,000-93,600	2,103	67.3%
By General Job Characteristics:							
Bar Passage Required/ Anticipated	53,000	64,000	71,000	63,709	45,000-87,000	1,764	70.1
JD Advantage	50,000	60,000	78,000	68,802	36,000-130,200	265	56.7
Other Professional	59,500	80,000	107,000	84,715	39,500-145,000	72	53.7
By Government Level:							
Federal	61,632	72,000	84,683	74,676	45,000-115,000	597	66.1
State	50,000	55,000	64,000	57,714	41,771-80,000	726	67.9
Local	57,200	65,000	70,500	64,480	45,000-80,893	759	68.3
Tribal	—	72,030	—	68,637	—	7	50.0
By Kind of Job:							
Agency Honors Program	69,581	72,055	84,489	75,945	60,000-93,500	192	78.4
Executive Agency	55,000	62,500	73,579	67,785	43,500-114,000	431	64.1
Legislative	48,350	64,500	78,000	63,765	35,800-93,000	78	62.4
Courts (not Clerk)	57,000	63,500	67,473	61,839	39,000-85,806	78	69.0
JAG Corps	47,550	65,000	78,000	65,696	40,000-105,000	159	64.1
Prosecution	50,000	61,000	68,000	60,267	45,000-73,579	921	69.6
Other Military	65,000	80,000	117,600	94,037	53,160-174,625	23	50.0
Other Government Job	53,000	65,000	75,000	68,643	37,000-110,000	212	63.5

Note: Figures are based on salaries reported for full-time jobs lasting at least one year. Salaries are reported as of March 15, 2021. The median is the mid-point in a ranking of salaries reported. The range of salaries delineated by the 25th and 75th percentiles represents the middle range in the ranking. The 90% range provides an indication of how widely dispersed the reported salaries are. The column labeled "Salary Coverage" shows the percentage of full-time jobs lasting one year or more for which salary information was reported. The few salaries reported for non-professional jobs and international jobs are not reported out separately. If fewer than 10 salaries were reported only the median and average salaries are included.

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Class of 2020 Salaries Reported for Judicial Clerkships

	Percentile						
	25th	Median	75th	Average Salary	90% of Reported Salaries Fell in the Range:	# of Salaries Reported	Salary Coverage
All Reported Salaries	$51,574	$60,000	$66,891	$59,608	$45,000-73,962	2,458	78.6%
Federal Courts	64,000	66,561	71,000	67,189	60,000-74,702	980	80.3
State Courts	51,000	53,000	59,538	54,951	42,000-70,000	1,359	79.6
Local Courts	46,750	51,000	54,000	50,225	37,000-60,000	112	59.3

Note: Figures are based on salaries reported for full-time jobs lasting at least one year. Salaries are reported as of March 15, 2021. The median is the mid-point in a ranking of salaries reported. The range of salaries delineated by the 25th and 75th percentiles represent the middle range in the ranking. The 90% range provides an indication of how widely dispersed the reported salaries are. The column labeled "Salary Coverage" shows the percentage of full-time jobs lasting one year or more for which salary information was reported. The total number of salaries reported exceeds the sum of salaries reported by court level because salaries reported for clerkship jobs at the tribal, international, and unknown court levels are not shown due to the small number of salaries reported at each level.

Class of 2020 Salaries in Public Interest Organizations

	Percentile						
	25th	Median	75th	Average Salary	90% of Reported Salaries Fell in the Range:	# of Salaries Reported	Salary Coverage
All Reported Salaries	$50,000	$55,000	$64,260	$56,949	$40,000-75,000	1,707	73.7%
By General Job Characteristics:							
Bar Passage Required/ Anticipated	50,000	55,000	64.260	56,965	42,373-75,000	1,545	75.0
JD Advantage	45,000	54,040	64,500	56,885	37,080-85,400	152	67.3
Other Professional	35,400	52,500	70,000	55,464	24,000-87,000	10	34.5
By Employer of Kind of Work:							
Policy/Advocacy	50,000	55,000	65,000	58,858	40,000-84,000	211	76.2
Public Defender	50,000	56,000	65,000	57,661	42,500-75,000	666	75.9
Community Organizing/ Education	42,000	54,000	62,000	53,871	37,232-75,000	49	62.8
Civil Legal Services	50,000	54,500	61,000	55,688	43,000-72,000	632	72.7
Other Public Interest	47,000	55,000	66,856	57,521	40,000-82,700	143	68.4

Note: Figures are based on salaries reported for full-time jobs lasting at least one year. Salaries are reported as of March 15, 2021. The median is the mid-point in a ranking of salaries reported. The range of salaries delineated by the 25th and 75th percentiles represents the middle range in the ranking. The 90% range provides an indication of how widely dispersed the reported salaries are. The column labeled "Salary Coverage" shows the percentages of full-time jobs lasting one year or more for which salary information was reported. Salary counts by job type and by employer do not add up to the total number of salaries reported because a few salaries reported for non-professional jobs and for jobs for which the type of employer was not reported are not shown separately. Figures for public defenders are for public defender jobs specifically, rather than for all jobs within public job defender offices.

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2022 Public Service Attorney Salary Report

Appendix: Survey Instrument

2022 Public Service Attorney Salary Survey

SURVEY DUE DATE

February 10 2022

QUESTIONS/CONCERNS

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For Review Purposes Only

SURVEY BACKGROUND

Salary and related information for attorneys at public interest organizations and government offices is of interest to many, including the organizations themselves as they set salary scales to recruit and retain attorneys; law students and graduates pursuing careers; public interest funders; legislative appropriators; and other stakeholders. NALP (National Association for Law Placement) provides this information by conducting, every four years, a survey of public interest/government employers. NALP is a nonprofit association of more than 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond.

SURVEY DISTRIBUTION – Who Should Respond?

NALP has distributed this survey widely, and you are receiving it because your organization is one that fits within the framework described above. Please note that the survey is intended for the following public interest/government law offices:

- Civil legal services
- Other non-profit law offices/organizations
- District attorney offices/local prosecutors
- Public/indigent defenders

This includes programs staffed by attorneys who may also maintain a private practice. The survey is NOT intended for attorneys who work primarily in private practice and also handle court-appointed matters. If all attorneys in your organization work part-time, it is not necessary to respond to this survey.

NOTE: Anti-trust concerns are not applicable to this survey. This survey and the resulting report meet all requirements specified in a 1993 Federal Trade Commission/Department of Justice joint policy statement on compensation surveys.

HOW TO RESPOND

Please forward the survey to the appropriate person in your organization. Your information will remain confidential. No information that identifies specific organizations will be released to third parties without your permission. We require that you provide your organization's name and location to preserve the survey's integrity and so that NALP may follow up as necessary. This PDF has been made available to assist in compiling your figures; however, all data must be submitted directly via the web-based survey this year.

To complete the survey, please visit www.psjd.org/salary-survey.

Please complete the survey at www.psjd.org/salary-survey.

BEGIN SURVEY ON NEXT PAGE

1. TYPE OF ORGANIZATION

Choose only one. If your organization focuses primarily in one advocacy area as listed in the issue-specific choices below, please select the one choice that best describes the work of your organization.

General Practice

- ☐ Civil Legal Services
- ☐ Public Defender Office
- ☐ District Attorney/Local Prosecutor Office

Are staff attorneys at your organization unionized?

☐ Yes ☐ No

Specialty Practice

- ☐ Domestic civil rights/civil liberties
- ☐ Environmental
- ☐ Health/Disability
- ☐ Housing/Homelessness
- ☐ Immigration
- ☐ International Human Rights
- ☐ Women/Children/Family/Domestic Violence

☐ Other, e.g., consumer, employment, animal rights. Please describe:

_____

2. SALARY INFORMATION

Please report all salary levels as of January 1, 2022. If your organization has a set salary scale for attorneys based on experience*, please report it for the yearly experience levels specified (even if you don't currently have attorneys at a given experience level). If salaries vary for attorneys at a given experience level, please report the average** annual salary of attorneys at that experience level. If any attorneys work part-time, please use the full-time equivalent salary for those attorneys when calculating the average. The salary scale at your organization may be based on titles rather than, or in addition to, experience. However, in order to provide analysis categories that best reflect comparable positions, please approximate salaries to reflect experience, if possible.

Years of Experience	Average Annual Salary
1 year or less	
2 years	
3 years	
4 years	
5 years	
6 years	
7 years	
8-10 years	
11-15 years	
More than 15 years	

Please Do Not Report:

- Salaries of attorneys who are elected to their position (e.g. District Attorney);
- Salaries of attorneys in managerial/administrative positions, unless they spend at least 50% of their time directly handling cases;
- Any bonuses that may have been paid.

** Experience is how your organization defines it for purposes of classifying and/or compensating your attorneys. For example, experience may be defined as years at your organization plus any other experience deemed relevant.*

*** An average is calculated by dividing the total amount of salaries paid to attorneys at that experience level by the total number of attorneys. For example, if the salaries for three attorneys are $43,000; $45,000; and $50,000, then the average is ($43,000 + $45,000 + $50,000)/3=$46,000.*

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3. BENEFITS

Please complete the following information about benefits for attorneys who are eligible for benefits at your organization.

Select the most generous option available at your organization for each type of insurance.

	Employer pays full premium	Employer pays part of premium	Employer pays none of premium	Benefit not available
Health Insurance				
Health insurance for employee				
Health insurance for spouse				
Health insurance for domestic partner				
Health insurance for dependents				
Dental Insurance				
Dental insurance for employee				
Dental insurance for spouse				
Dental insurance for domestic partner				
Dental insurance for dependents				

Comments on Insurance:

Does your organization offer a retirement or pension plan with employer contribution? ☐ Yes ☐ No

Comments on Retirement Benefits:

4. REMOTE WORK OPTIONS

Please answer the questions below only if your organization offers attorneys the option to work remotely. Organizations that offer hybrid options (some remote work and some in-office work) or fully remote options should complete these items.

1. As of January 1, 2022, how do remote work options for entry-level attorneys compare to the remote work options in place prior to March 1, 2020 (i.e., prior to the COVID-19 pandemic)?

   ☐ Entry-level attorneys can now work remotely more often as compared to March 1, 2020

   ☐ Entry-level attorneys can now work remotely about the same as compared to March 1, 2020

   ☐ Entry-level attorneys can now work remotely less often as compared to March 1, 2020

2. Does your organization provide attorneys with a monetary stipend or reimbursement for any of their remote work needs? (Examples may include, but are not limited to, stipends for home internet, cell phone plans, office equipment, office furniture, or co-working space. Stipends may be provided on a one-time or ongoing basis.)

   ☐ Yes

   ☐ No

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3. If yes in item #2, are these general use stipends/allowances in which attorneys may use the funds for any remote work needs or are the stipends/allowances designated for specific purposes?

- ☐ Our remote work stipends/allowances are for unrestricted use (i.e., they may be used for any remote work needs)
- ☐ Our remote work stipends/allowances are restricted for specific purposes (e.g., an internet allowance)
- ☐ We offer a mix of both unrestricted and restricted use remote work stipends/allowances

Comments on remote work policies or stipends: _____

5. CONTACT INFORMATION

Please provide contact information so that NALP can follow up if there are questions on your survey. Unidentified surveys will not be used.

Organization Name: _____

City: _____ State/Postal Code: _____

Person Completing Survey: _____

Email: _____

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Thank you for your participation!

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